

APPENDIX E

EO COUNCILS

1. EO Councils are required in DIVARTY at the Brigade and Battalion levels.

2. DIVARTY Equal Opportunity Council.

a. The council has several purposes. It will serve to advise the commander and his staff, to recommend corrective actions for the equal opportunity problems affecting personnel, to be an educational medium to the members, and to ensure command and staff involvement in the EO programs.

b. Membership will include the Brigade Commander, Brigade CSM, Brigade EO Advisor, Brigade S-1 and S-3, and representatives from each Battalion/Company, and the Dining Facility. Though not required, the Brigade/Battalion BOSS representative is encouraged to attend the council meetings.

c. The EO council will meet quarterly or at the call of the chairperson (Commander, DIVARTY). Battalion commanders/CSM's, Bn/Company EOR's are required to attend. At the discretion of the chairperson, select staff members and selected guests will be requested to attend special meetings.

d. The EO Staff Officer and/or EO Advisor will serve as an advisor on the council, but not as a member.

e. A recorder will be appointed by the chairperson to ensure proper recording of the minutes.

3. EO Councils at Battalion Level.

a. Battalion EO councils will meet no less than once monthly. The operation of the council and the EO council minutes must comply with this AAP. The minutes will include, but are not limited to, problems, solutions, and recommendations.

b. Councils should include representatives from subordinate units and consist of a cross-section of grade, age, gender, and race.

c. The chairperson of the council should be the commander.

d. Members may be either selected or elected prior to appointment by the commander.

e. The Battalion Equal Opportunity Representative at Battalion level will sit on their respective councils as advisors.

f. Commanders will use their EO Council to:

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(1) Provide input to the next higher commander's EO council.

(2) Identify actual, or perceived, human problems for the commander so that he/she can correct the problem or perception.

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(3) Provide commanders with direct feedback on various aspects of the EO program and its effect on unit personnel.

(5) Encourage personnel to present their grievances to commanders at the lowest level. The chain of command is the best solution to most complaints.

(6) Assist in maintaining effective two-way communication between the chain of command and the members of that command.

g. Councils will not be an alternative to, nor will be substituted for command authority, nor will they act as formal investigators.

h. Publication of EOC Minutes. The communications established by the council must be two-way communication between the commander and his/her unit. The EO council minutes and the commander's reply or comments will be posted on the unit bulletin board and a copy forwarded to the next higher headquarters.